### Faculty Representation: Gender

#### In 2023, women represented:

- **Assistant Professors**: 47%
- **Associate Professors**: 44%
- **Full Professors**: 30%

#### All Tenure-Track Ranks

- **2001**
  - Assistant Professors: 25%
  - Associate Professors: 37%
  - Full Professors: 75%
- **2023**
  - Assistant Professors: 75%
  - Associate Professors: 63%
  - Full Professors: 25%

#### Critical Mass¹ of Women

- **Among academic units**: 89%
- **Among departments in academic units**: 71%
- **Among departments in Michigan Medicine**: 43%

#### Assistant Professor Hires

- 2001: 53% Women, 47% Men
- 2023: 47% Women, 53% Men

Overall, the share of women in tenure-track positions has increased by 12 percentage points since 2001.

#### Associate/Full Professor Hires

- 2001: 47% Women, 53% Men
- 2023: 53% Women, 47% Men

### Faculty Representation: Race-Ethnicity

#### In 2023, URM and A/AA represented:

- **Assistant Professors**: 17% URM, 24% A/AA
- **Associate Professors**: 12% URM, 22% A/AA
- **Full Professors**: 9% URM, 17% A/AA

#### All Tenure-Track Ranks

- **2001**
  - URM: 9%
  - A/AA: 9%
  - WH: 92%
- **2023**
  - URM: 11%
  - A/AA: 20%
  - WH: 69%

#### Critical Mass of URM

- **Among academic units**: 6%
- **Among departments in academic units**: 10%
- **Among departments in Michigan Medicine**: 0%

#### Assistant Professor Hires

- 2001: 27% URM, 24% A/AA, 56% WH
- 2023: 24% URM, 23% A/AA, 53% WH

Overall, the share of URM faculty in tenure-track positions increased by 2 percentage points and the share of A/AA faculty increased by 11 percentage points since 2001.

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² Underrepresented Minority (URM) includes African American/Black, Hispanic/LatinX, Native Hawaiian/Pacific Islander and Native American/Alaskan Native